

BUSINESSES, EMPLOYEES  
FAMILIES & COMMUNITIES

# WIN

*with*

## SharedWork

[SharedWorkWA.com](https://SharedWorkWA.com)



Employment  
Security  
Department  
WASHINGTON STATE





### For Employers

- Adjust labor force week-by-week.
- Improve workplace morale and employee loyalty.
- Avoid high costs associated with employee turnover.
- Retrain and retain skilled workforce.



### For Employees

- Job stability.
- Collect benefits without having to search for work.
- Continue receiving health insurance, retirement contributions and other benefits.

# SharedWork Benefits

**Enroll today**  
[SharedWorkWA.com](https://SharedWorkWA.com)

**Employer Line:** 800-752-2500 option 3  
**Email:** [sharedworkplansect@esd.wa.gov](mailto:sharedworkplansect@esd.wa.gov)



### For Families



“The certainty of being able to work some portion of hours and maintain health insurance and other benefits has saved lives, families, helped prevent unfortunate mental health outcomes, reduced strain on kids, has provided a peace of mind in the most tense and uncertain year in recent memory.”

Michele Evermore, Senior Policy Advisor  
U.S. Department of Labor



### For Communities



# Scenario: Ryna brings employees back with 25% payroll reduction



Ryna's remodeling company temporarily closed because of COVID-19. Prior to closing, she employed 20 individuals for a standard workweek of 40 hours. In April 2021, they partially reopen by bringing back all 20 individuals at a reduced workweek of 30 hours.

***In lieu of layoffs.*** Ryna has enough work (600 hours) for 15 full-time employees. The employer is able to avert the continued layoff of 5 full-time employees by bringing back all 20 employees for a reduced workweek.

***Reduced workweek.*** The employer reduced the workweek from 40 hours to 30 hours, which is a reduction of 25 percent and permissible under federal law, actually anywhere from 10-50% is acceptable reduction each week with SharedWork.

***Summary.*** The 20 returning employees would each receive 75 percent of their wages from their employer, while also remaining eligible for 25 percent of their respective weekly benefit amounts under SharedWork



# Bringing employees back on SharedWork



	Unemployment only, no work		Work without SharedWork		SharedWork plan with 25% reduction		SharedWork plan for part- time	
Average weekly earnings	\$800 \$20 x 40 hrs		\$800 \$20 x 40 hrs		\$800 \$20 x 40 hrs		\$576 \$18 x 32 hrs	
Usual hours worked	0		40		40		32	
SharedWork hours	0		0		30		24	
Weekly Benefit	\$481		\$0		\$120		\$101	
Weekly Wage	0		\$800		\$600		\$432	
Total	\$481		\$800		\$720		\$533	

# How It Works



1



2



3



4



5

The employer calls to check business eligibility.

The employer assigns a **SharedWork representative** and submits an **Employer Plan Application** and a **Participant List**.

Once the employer plan is approved, each participant submits an **Employee Application**.

The employee files weekly claim by **eServices** or **telephone**, whether their hours are reduced or not.

The employee receives **earned wages** and share of **unemployment insurance benefits**.



**SecureAccess**  
WASHINGTON

Sign in to eServices with a Secure Access Washington (SAW) account. If you established a SAW account for WorkSourceWA.com or another state service, you can use that same user name and password.

# SharedWork Requirements



## Employer Requirements for SharedWork:

1. Must be a legally registered business in Washington state.
2. Must have an ESD (Employment Security) number.
3. Must have at least two permanent employees, who are not corporate officers, affected by a reduction in hours and wages.
4. Continue to provide same benefits to employees.

## Employee Requirements for SharedWork:

1. Employee must qualify for a valid claim. (680 hours)
2. All permanent employees may participate in SharedWork.
3. Be able and available for all scheduled hours by SharedWork employer.



# Winning with SharedWork



"Client care has ebbed and flowed based on the pandemic, and Shared Work has given us the flexibility to take care of our staff, while saving payroll when there isn't enough work – (as a non-profit, this is especially important!)"

Michael LaTour, Associate Director



"I think SharedWork is a great signal to your people:- come back to work, get back to work, and here, sign up for SharedWork! It could be a great tool in building up your team and moving forward as you try to figure out the next few years of being short [on] workers, and how to retain the great ones you have."

Anthony Anton, President and CEO



"Our employees are thankful we used it, and happy they do not have to draw full unemployment. There are so many advantages to SharedWork. We do not know what the future will bring. Get approved for SharedWork!"

**SPOKANE GALVANIZING**

"To keep our morale up, wanting to do what felt like the right thing for our employees ... was not just to pick five or ten of our newest employees and let them go because of the pandemic ... and so SharedWork saved us!"

Erica Baldrige, Director of Human Resources



# Contact SharedWork



Employers can verify their eligibility in minutes and get answers by calling 800-752-2500 and choosing Option 3.

## 800-752-2500

**8am to 4pm, Monday through Friday**

Option 1 – Claims

Option 2 – Existing Plans

**Option 3 – New Plan Inquiry**

Option 4 – I was asked to call

[sharedworkplansect@esd.wa.gov](mailto:sharedworkplansect@esd.wa.gov)

### More ways to learn about SharedWork

- 1) **Watch a commercial:** <https://youtu.be/apAufybRrrY>
- 2) **Attend a virtual event** The SharedWork program will be hosting many regional and statewide webinars for employers in Washington. [esd.wa.gov/SharedWork/events](https://esd.wa.gov/SharedWork/events)
- 3) **Weekly Q&A webinar** The SharedWork program will be hosting weekly webinars through the year end to help businesses get informed.

**Weekly Wednesday 8:15 am - 9am**

**SharedWork Q&A sessions for businesses**

[Click here to register for the webinar on any Wednesday](#)



# Upcoming events

## Resources for Washington businesses

Learn more about the SharedWork employee retention program and WA Cares (long-term services and supports).

Wednesday, September 29, 2021  
11:50 AM - 12:55 PM  
**SharedWork and WA Cares**



## Resources for Washington businesses

Learn more about the SharedWork employee retention program and Workforce Opportunity Tax Credit and bonding programs.

Wednesday, October 20, 2021  
11:50 AM - 12:55 PM  
**SharedWork and WOTC**



# Webinars

## Resources for Washington businesses



Hosted by the SharedWork program.

[esd.wa.gov/sharedwork/webinar](https://esd.wa.gov/sharedwork/webinar)

- Wednesday, September 29, 2021 11:50 AM - 12:55 PM  
**SharedWork and WA Cares Fund**
- Wednesday, October 20, 2021 11:50 AM - 12:55 PM  
**SharedWork and WOTC/Bonding tax incentives**
- Wednesday, November 17, 2021 11:50 AM - 12:55 PM  
**SharedWork and WorkSource and local Workforce partners**
- Wednesday, December 8, 2021 11:50 AM - 12:55 PM  
**SharedWork and Tax and Wages**
- Wednesday, January 19, 2022 11:50 AM - 12:55 PM  
**SharedWork and LMEA**
- Wednesday, February 9, 2022 11:50 AM - 12:55 PM  
**SharedWork and Paid Family and Medical Leave**
- Wednesday, March 9, 2022 11:50 AM - 12:55 PM  
**SharedWork and Industry Panel**
- Wednesday, April 6, 2022 11:50 AM - 12:55 PM  
**SharedWork and WA Cares Fund**
- Wednesday, May 4, 2022 11:50 AM - 12:55 PM  
**SharedWork and Tax and Wages**
- Wednesday, June 1, 2022 11:50 AM - 12:55 PM  
**SharedWork and WOTC/Bonding tax incentives**



Employment Security Department is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay Service: 711



# Work Opportunity Tax Credit





# WHAT DOES WOTC DO?



- The Work Opportunity is a tax incentive for employers to hire certain job seekers. The goal is to help these individuals become economically self-sufficient and to reward employers who give them a chance.
- Participating employers are able to reduce their Federal income tax liability by \$2,400-\$9,600 per eligible employee.
- All applications must be submitted within 28 days of the employee's start date.
- In 2019 Washington State employers received \$114M of potential tax credit savings using the WOTC program.



# WORK OPPORTUNITY TAX CREDIT



Veteran Target Groups	Worked at least 120 hours but less than 400 hours	Worked at least 400 hours
Received (food stamps) benefits 3 of last 15 months	<b>Up to \$1,500</b> (25% of \$6,000 of first-year wages)	<b>Up to \$2,400</b> (40% of \$6,000 of first-year wages)
Disabled Veteran hired within 1 year of leaving service	<b>Up to \$3,000</b> (25% of \$12,000 of first-year wages)	<b>Up to \$4,800</b> (40% of \$12,000 of first-year wages)
Disabled Veteran Unemployed at least 6 months	<b>Up to \$6,000</b> (25% of \$24,000 of first-year wages)	<b>Up to \$9,600</b> (40% of \$24,000 of first-year wages)
Unemployed at least 4 weeks	<b>Up to \$1,500</b> (25% of \$6,000 of first-year wages)	<b>Up to \$2,400</b> (40% of \$6,000 of first-year wages)
Unemployed at least 6 months	<b>Up to \$3,500</b> (25% of \$14,000 of first-year wages)	<b>Up to \$5,600</b> (40% of \$14,000 of first-year wages)

Veteran supporting documentation must be provided within 90 days of WOTC application submission.

# WORK OPPORTUNITY TAX CREDIT



Other WOTC Target Groups	Worked at least 120 hours but less than 400 hours	Worked at least 400 hours
<b>Received (food stamps) benefits</b> <i>Age 18-39 qualifying individual or family member received benefits 6 months prior to hire date</i>	<b>Up to \$1,500</b> (25% of \$6,000 of first-year wages)	<b>Up to \$2,400</b> (40% of \$6,000 of first-year wages)
<b>Short Term TANF Recipient</b> <i>TANF recipient 9 of last 18 months</i>	<b>Up to \$1,500</b> (25% of \$6,000 of first-year wages)	<b>Up to \$2,400</b> (40% of \$6,000 of first-year wages)
<b>Long Term TANF Recipient</b> <i>TANF recipient last 18 consecutive months or received 18 months of TANF combined with final payment within last 2 years</i>	N/A	<b>Up to \$9,000</b> (40% of \$10,000 of first-year wages and 50% of \$10,000 of second-year wages)
<b>Vocational Rehabilitation Referral</b> <i>Participant in a state or federal vocational-rehabilitation program and had a written plan within the last 2 years</i>	<b>Up to \$1,500</b> (25% of \$6,000 of first-year wages)	<b>Up to \$2,400</b> (40% of \$6,000 of first-year wages)

Other WOTC Target Groups	Worked at least 120 hours but less than 400 hours	Worked at least 400 hours
<b>Ex-Felon</b> <i>Convicted of a felony within one year prior to the hire date; or released from incarceration within one year prior to the hire date</i>	<b>Up to \$1,500</b> (25% of \$6,000 of first-year wages)	<b>Up to \$2,400</b> (40% of \$6,000 of first-year wages)
<b>SSI Recipient</b> <i>Received SSI payment in any month within 60 days of being hired</i>	<b>Up to \$1,500</b> (25% of \$6,000 of first-year wages)	<b>Up to \$2,400</b> (40% of \$6,000 of first-year wages)
<b>Long-term unemployed</b> <i>Individual who has been unemployed at least 27 consecutive weeks and received at least one week of unemployment compensation</i>	<b>Up to \$1,500</b> (25% of \$6,000 of first-year wages)	<b>Up to \$2,400</b> (40% of \$6,000 of first-year wages)

# WORK OPPORTUNITY TAX CREDIT



<b>8850</b> Form (Rev. March 2016) Department of the Treasury Internal Revenue Service	<b>Pre-Screening Notice and Certification Request for the Work Opportunity Credit</b> OMB No. 1545-1500 Information about Form 8850 and its separate instructions is at <a href="http://www.irs.gov/form8850">www.irs.gov/form8850</a> .	
<b>Job applicant: Fill in the lines below and check any boxes that apply. Complete only this side.</b>		
Your name _____		Social security number ► _____
Street address where you live _____		
City or town, state, and ZIP code _____		
County _____		Telephone number _____
If you are under age 40, enter your date of birth (month, day, year) _____		
<b>1</b> <input type="checkbox"/> Check here if you received a conditional certification from the state workforce agency (SWA) or a participating local agency for the work opportunity credit.		
<b>2</b> <input type="checkbox"/> Check here if <b>any</b> of the following statements apply to you. <ul style="list-style-type: none"><li>• I am a member of a family that has received assistance from Temporary Assistance for Needy Families (TANF) for any 9 months during the past 18 months.</li><li>• I am a veteran and a member of a family that received Supplemental Nutrition Assistance Program (SNAP) benefits (food stamps) for at least a 3-month period during the past 15 months.</li><li>• I was referred here by a rehabilitation agency approved by the state, an employment network under the Ticket to Work program, or the Department of Veterans Affairs.</li><li>• I am at least age 18 but <b>not</b> age 40 or older and I am a member of a family that:<ul style="list-style-type: none"><li>a. Received SNAP benefits (food stamps) for the past 6 months; <b>or</b></li><li>b. Received SNAP benefits (food stamps) for at least 3 of the past 5 months, <b>but</b> is no longer eligible to receive them.</li></ul></li><li>• During the past year, I was convicted of a felony or released from prison for a felony.</li><li>• I received supplemental security income (SSI) benefits for any month ending during the past 60 days.</li><li>• I am a veteran and I was unemployed for a period or periods totaling at least 4 weeks but less than 6 months during the past year.</li></ul>		
<b>3</b> <input type="checkbox"/> Check here if you are a veteran and you were unemployed for a period or periods totaling at least 6 months during the past year.		
<b>4</b> <input type="checkbox"/> Check here if you are a veteran entitled to compensation for a service-connected disability and you were discharged or released from active duty in the U.S. Armed Forces during the past year.		
<b>5</b> <input type="checkbox"/> Check here if you are a veteran entitled to compensation for a service-connected disability and you were unemployed for a period or periods totaling at least 6 months during the past year.		
<b>6</b> <input type="checkbox"/> Check here if you are a member of a family that: <ul style="list-style-type: none"><li>• Received TANF payments for at least the past 18 months; <b>or</b></li><li>• Received TANF payments for any 18 months beginning after August 5, 1997, <b>and</b> the earliest 18-month period beginning after August 5, 1997, ended during the past 2 years; <b>or</b></li><li>• Stopped being eligible for TANF payments during the past 2 years because federal or state law limited the maximum time those payments could be made.</li></ul>		
<b>7</b> <input type="checkbox"/> Check here if you are in a period of unemployment that is at least 27 consecutive weeks and for all or part of that period you received unemployment compensation.		
<b>Signature—All Applicants Must Sign</b>		
Under penalties of perjury, I declare that I gave the above information to the employer on or before the day I was offered a job, and it is, to the best of my knowledge, true, correct, and complete.		
Job applicant's signature ► _____		Date _____
For Privacy Act and Paperwork Reduction Act Notice, see page 2. Cat. No. 22851L Form <b>8850</b> (Rev. 3-2016)		

U.S. Department Labor Employment and Training Administration		Individual Characteristics Form (ICF) Work Opportunity Tax Credit	OMB Control No. 1205-0371 Expiration Date: January 31, 2020
1. Control No. (For Agency use only)		2. Date Received (For Agency Use only)	
<b>APPLICANT INFORMATION</b> (See instructions on reverse)			
<b>EMPLOYER INFORMATION</b>			
3. Employer Name		4. Employer Address and Telephone	5. Employer Federal ID Number (EIN)
<b>APPLICANT INFORMATION</b>			
6. Applicant Name (Last, First, MI)		7. Social Security Number	8. Have you worked for this employer before? Yes ___ No ___ If YES, enter last date of employment: _____
<b>APPLICANT CHARACTERISTICS FOR WOTC TARGET GROUP CERTIFICATION</b>			
9. Employment Start Date		10. Starting Wage	11. Position
12. Are you at least age 16, but under age 40? Yes ___ No ___ If YES, enter your date of birth: _____			
13. Are you a Veteran of the U.S. Armed Forces? Yes ___ No ___ If NO, go to Box 14. If YES, are you a member of a family that received Supplemental Nutrition Assistance Program (SNAP) benefits (Food Stamps) for at least 3 months during the 15 months before you were hired? Yes ___ No ___ If YES, enter name of primary recipient _____ and city and state where benefits were received _____. OR, are you a veteran entitled to compensation for a service-connected disability? Yes ___ No ___ If YES, were you discharged or released from active duty within a year before you were hired? Yes ___ No ___ OR, were you unemployed for a combined period of at least 6 months (whether or not consecutive) during the year before you were hired? Yes ___ No ___			
14. Are you a member of a family that received Supplemental Nutrition Assistance Program (SNAP) (formerly Food Stamps) benefits for the 6 months before you were hired? Yes ___ No ___ OR, received SNAP benefits for at least a 3-month period within the last 5 months But you are no longer receiving them? Yes ___ No ___ If YES to either question, enter name of primary recipient _____ and city _____ and state where benefits were received _____. a State? Yes ___ No ___ OR, by an Employment Network under the Ticket to Work Program? Yes ___ No ___ OR, by the Department of Veterans Affairs? Yes ___ No ___			
16. Are you a member of a family that received TANF assistance for at least the last 18 months			



# www.esd.wa.gov/wotc



**Employment Security Department**  
WASHINGTON STATE

Search

HOME | UNEMPLOYMENT | JOBS & TRAINING | EMPLOYER TAXES | EMPLOYER RESOURCES | LABOR MARKET INFO | NEWSROOM

**QUICK LINKS**  
**FREQUENTLY USED LINKS**  
The SharedWork Program  
Work Opportunity Tax Credit (WOTC)  
**FORMS**  
SharedWork forms and media library  
Employer resources forms and publications library  
WOTC pre-screening form (IRS form 8850) (PDF)  
WOTC individual characteristics form (ETA form 9061) (PDF)  
**RELATED LINKS**  
Labor market info  
Washington State Small-Business Guide  
Steps to open a secure email from ESD  
**CONTACT US**  
Contact a local WorkSource

## Work Opportunity Tax Credit (WOTC)

The WOTC is a tax incentive for employers to hire certain hard-to-place job seekers. The goal is to help these individuals become economically self-sufficient and to reward employers who give them a chance.

Employers can reduce their federal business taxes by anywhere from \$2,400 to \$9,600 per eligible employee. The amount employers get is based on:

- The employee's target group
- Wages earned and hours worked by the employee

Employers cannot claim the WOTC for:

- Relatives
- Former employees
- Undocumented aliens

[Work Opportunity Tax Credit fact sheet](#) - for a program overview and recent statistics

[U.S. Department of Labor website](#) - for updates and more information

**To apply online**  
You must have a SecureAccess Washington (SAW) account **and** a WOTC account. Read [How to apply](#) then [start here](#).

All applications must be submitted within 28 days of the employee's start date.

**WOTC resources:**  
[Online filing system](#) | [Eligibility](#) | [How to apply](#) | [Application deadlines](#)

**For more information:** email [ESDGPWOTC@esd.wa.gov](mailto:ESDGPWOTC@esd.wa.gov) or call 360-902-9326

Applications ~ Employer representatives ~ Employers ~ Printing ~ Help ~

Home

## Work Opportunity Tax Credit (WOTC)

**A few pointers before you start:**

- Employers and authorized representatives must submit applications within 28 days of the day the job applicant starts work
- Employers and representatives must receive certification from the Employment Security Department in order to claim these federal tax credits
- Employer representatives must submit a valid Power of Attorney in order to act on an employer's behalf
- Employers have no limit to the number of individuals they can hire who qualify for the tax credit

➔ **The bulk upload feature is now available.** Select the button below or the *Applications* tab above.

[Start new application](#)  
[Search applications](#)  
[Bulk application upload](#)  
[Create new representative](#)  
[Search representatives](#)

[WOTC 8850 form \(PDF\)](#)  
[WOTC 9061 form \(PDF\)](#)  
[Eligible target groups](#)  
[Employer's guide \(PDF\)](#)  
[Power of Attorney \(PDF\)](#)

**To check the status of an application**

1. Select the *Search applications* button or the *Applications* tab above
2. Search by application number or Social Security number, or select the desired application from the list
3. Check the *Status* column

**To submit documentation**

1. Select the *Search applications* button or the *Applications* tab above
2. Select the desired application and navigate to the *Submit* page

# FEDERAL BONDING PROGRAM



- Created in 1966 by USDOL, the Federal bonding program protects employers against employee act of dishonesty. The bond provides 100 percent coverage and has no deductible.
- Employers receive the bonds free-of-charge. Each new hire can be bonded from **\$5,000 - \$25,000** with \$0 deductible covering the first six months of employment.
- Bonds can be applied to ANY full- or part-time employee paid wages (with Federal taxes deducted from pay), including individuals hired by temp agencies. \*Self-employed people cannot be covered by Fidelity Bonds

# www.esd.wa.gov/bonding



esd.wa.gov/about-employees/federal-bonding



Employment Security Department  
WASHINGTON STATE

ALERTS



Español



Search



HOME

UNEMPLOYMENT

PAID LEAVE

JOBS & TRAINING

UNEMPLOYMENT TAXES

EMPLOYER RESOURCES

LABOR MARKET INFO

NEWSROOM

## QUICK LINKS

### FREQUENTLY USED LINKS

The SharedWork Program  
Work Opportunity Tax Credit (WOTC)  
The H-2A Program  
Business layoff assistance

### FORMS

SharedWork forms and media library  
Employer resources forms and publications library  
WOTC pre-screening form (IRS form 8850) (PDF)  
WOTC individual characteristics form (ETA form 9061) (PDF)  
Paid Family and Medical Leave employer toolkit (PDF)

### RELATED LINKS

Labor market info  
Washington State Small-Business Guide  
Steps to open a secure email from ESD

### CONTACT US

Contact a local WorkSource

## Federal bonding

The fidelity bonds issued by the Federal Bonding Program (FBP) protect employers against employee fraud and dishonesty. Employers receive the bonds free-of-charge as an incentive to hire these applicants. The FBP was designed to reimburse the employer for any loss due to employee theft of money or property up to \$5,000 during the first six months of a selected individual's term of employment.

The mission of the FBP is to give employers the peace of mind that you can safely provide all individuals job opportunities with limited risk.

The FBP helps reduce barriers for justice-involved individuals, as well as others who have difficulty securing employment and getting their lives back on track, building stronger, healthier communities.

### TO APPLY:

Print and fill out the [Washington State Bond Request form](#) (pdf) and return to Clancy Mullins, State Bonding Coordinator at PO Box 9046, Olympia, WA 98507, or [bonds4jobs@esd.wa.gov](mailto:bonds4jobs@esd.wa.gov).

### FOR MORE INFORMATION:

- Read the [Federal Bonding Program informational brochure](#) for Employers and Job Seekers
- Visit the [Federal Bonding Program website](#)
- See Employment Security's [Federal Bonding fact sheet](#)

### CONTACT:

Call 800-669-9271 or email [bonds4jobs@esd.wa.gov](mailto:bonds4jobs@esd.wa.gov), for additional information.

## WASHINGTON STATE BOND CERTIFICATION FORM

MAIL or EMAIL to: Clancy Mullins / State Bonding Coordinator  
Employment Security Department  
PO Box 9046  
Olympia, WA 98507-9046  
Phone: 1-800-669-9271  
[bonds4jobs@esd.wa.gov](mailto:bonds4jobs@esd.wa.gov)

### EMPLOYER RECEIVING BOND

COMPANY NAME & INDUSTRY \_\_\_\_\_  
FEIN - \_\_\_\_\_  
CONTACT PERSON NAME - \_\_\_\_\_  
PHONE NUMBER - \_\_\_\_\_  
ADDRESS - \_\_\_\_\_  
CITY/STATE/ZIP - \_\_\_\_\_

### WORKER COVERED BY BOND (please print clearly)

LAST NAME - \_\_\_\_\_ FIRST NAME - \_\_\_\_\_  
BOND EFFECTIVE DATE - \_\_\_\_\_ SOC. SECURITY # - \_\_\_\_\_  
Occupation - \_\_\_\_\_ Ethnicity - \_\_\_\_\_  
Reason for bond: Justice Involved ☐ Other ☐ Starting wage - \_\_\_\_\_ per hr.

### BOND INSURANCE AMOUNT REQUESTED

\$ 5,000 (If requesting more than \$5K, provide information on why higher amount is needed.)

(\$5K, \$10K, \$15K, \$20K, \$25K)

SIGNATURE (must be signed by originator and legible) \_\_\_\_\_  
TELEPHONE # \_\_\_\_\_



# WORK OPPORTUNITY TAX CREDIT & FEDERAL BONDING



**Program Coordinator: Alice Barney**

Phone: (800) 669-9271

Email: [esdgpwotc@esd.wa.gov](mailto:esdgpwotc@esd.wa.gov)

Email: [bonds4jobs@esd.wa.gov](mailto:bonds4jobs@esd.wa.gov)

[www.esd.wa.gov/wotc](http://www.esd.wa.gov/wotc)

[www.esd.wa.gov/bonding](http://www.esd.wa.gov/bonding)